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This study has been approved by the Conjoint Health Research Ethics board Ethics ID: REB14-1710



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URBANETIQUETTE

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Your essential daily news |

MONDAY, APRIL 10, 2017

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U of C student shows how slowing traffic on the Deerfoot at peak times could get everyone home more quickly **metroNEWS**

Scotsman's Hill cellphone tower deftly thwarted

CIVIC ACTION

Discovery lets city intervene in Freedom Mobile's plan



Helen Pike
Metro | Calgary

Scotsman's Hill can keep its view, thanks to a persistent community, a perceptive councillor and the city's gumption.

Last week community members told Metro about Freedom Mobile's plans for a cellphone tower in the middle of Scotsman's Hill, which they felt would set a precedent and potentially invite other companies to clutter the iconic view.

Normally, the federal ministry of industry is the governing and approving body for cellphone towers. So although the tower

was going up in Calgary, the city hasn't had much control over them in the past.

But this tower was different. According to Coun. Gian-Carlo Carra, there's a three-step process involved when the tower is on city land — and the final step, signing away a lease to Freedom Mobile, is where the city made hay.

"When we started wading into this ... we discovered the lease hadn't been signed," said Carra.

At that point his office asked the city if the tower met their own sighting criteria. The city ultimately decided not to sign the lease because the company's plan to incorporate the tower into an existing light post wasn't enough to satisfy neighbour's concerns.

"The lease is not happening, and it turns out we have a lot more control over stuff on city-owned land than I had previously thought," said Carra. "I'm very glad."



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Brothers 'worried every day'

HEALTH

Fentanyl deaths in 2017 on pace to exceed 2016 fatalities



Elizabeth
Cameron
For Metro | Calgary

Levon Yin remembers his sister fondly.

"Chelsea was warm — she was caring, she was funny as hell," Levon said.

"It's hard to talk to her kids about her, but that's one thing we do talk about — how much she would make us laugh."

His sister isn't dead, but she's addicted to fentanyl and, according to her brothers, a shell of her former self.

"I'm worried every day I'll get a call that my sister is dead," Eli Yin said.

"I'd love for her to have a breakthrough, a trigger-point for her to get better and all this to have a happy ending, but truthfully, I'm waiting for that call."

Albertans are dying from fentanyl-related or fentanyl-analogue overdoses at twice the rate compared to last year.

New data from the province shows 51 Albertans died from a fentanyl-related overdose in the first six weeks of the year, nearly double the total (28) in the same period last year.

According to her brothers, Chelsea sought out a doctor's prescription to relieve her pain from fibromyalgia sev-



Levon and Eli Yin are sharing their family's story in the hope of sparking uncomfortable but life-saving conversations. Inset: Levon and Eli with their sister Chelsea in their younger years. ELIZABETH CAMERON/FOR METRO; INSET: CONTRIBUTED

eral years ago. Soon enough, she was hooked and all her money was pouring into getting more drugs.

Rent, bills and her children went neglected as both Chelsea and her partner spiralled into full-blown fentanyl addictions.

"They felt they were Superman and Superwoman, that

this drug allowed them to be the parents they couldn't be before," said Eli. "But then they got hooked and couldn't stop."

Three years passed before the family knew what was really going on — that's when Levon said Child and Family Services

got involved, and his niece and nephew were taken in by family members.

Everyone was hopeful it would be a turning point, but things only got worse.

"They weren't ready to listen and they're still not ready to listen," Levon said.

The couple is currently liv-

BY THE NUMBERS

51

Albertans died from fentanyl-related overdose in first six weeks of 2017.

28

Albertans died from fentanyl-related overdose in first six weeks of 2016.

ing on the streets and largely out of touch with the family.

"It's a constant struggle of feeling anger towards her, but feeling empathy as well," Eli said.

Levon said he struggles with a lot of personal guilt.

"We've seen their lives unravel in the last three years because of fentanyl. It's wreaked havoc on me emotionally," he said.

The brothers are sharing their story in the hopes it provokes painfully honest conversation.

"A lot of people are in this boat, but no one is willing to talk about it and be 100 per cent open, honest and truthful," Eli said.

They have no idea if Chelsea will be alive tomorrow, next week, or even next year, but there's one thing they're certain of.

"Each day she doesn't get the help she needs, the effect this has on her kids grows," Levon said.



“Each day she doesn't get the help she needs, the effect this has on her kids grows. Levon Yin

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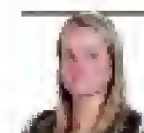


Chief Roger Chaffin has to balance both sides as the Calgary Police Service deals with allegations of bullying and harassment. JENNIFER FRIESEN/FOR METRO

Meeting accused called a good move

BULLYING

Allegations taking toll on the force, says chief of police



Lucie Edwardson
Metro | Calgary

Calgary's chief of police says those accused of bullying others within the force's rank and file are publicly voiceless during the ongoing human resource investigation.

At last month's public Calgary Police Commission meeting Chaffin said he deals with people who are accused of bullying and harassment and has seen how "unwound" the allegations have made them — especially since they can't speak out publicly.

"If they can't be heard, and all they can do is be commented about in the public forum, it just starts to really

unnerve the organization," he said.

"Right now I'm spending a lot of time listening to those people to make sure I get their end of the spectrum. It's very difficult for some of these people."

The chief said people should try to imagine what it'd be like to have someone accuse you of bullying and harassment without any context.

the chief is doing the right thing in meeting with these individuals.

"I think it's important to hear both sides," he said. "You have to have an understanding that there is always two sides of the story. The chief, I think, is doing the right thing."

Former constable Jen Magnus, who publicly resigned at January's CPC meeting citing bullying and harassment, said

“There is always two sides of the story. The chief, I think, is doing the right thing. Dr. Kelly Sundberg

"How do you come back to the workplace, how do you stand up with your supervisor and the people you're dealing with if that's been lobbed back and you haven't had the opportunity to say, 'Look, there's more to this story, there's more I'd like to say, there's context missing.'"

Dr. Kelly Sundberg, a justice professor at Mount Royal University, said he believes

she's also attempted to meet with the chief, but was told she'd have to deal with HR or have her lawyer connect with the CPS lawyer.

Sundberg said that's just how these things go.

"I know that often when you have a lawyer involved it changes the way interaction or media can occur," he said.

"It tends to fall onto the lawyers at that point."

PARKS CANADA

Plans suggest rushed timeline for bike path

Parks Canada often promotes the Icefields Parkway between Jasper and Banff as "one of the most scenic drives in the world," but a plan to build a bike path along the route has hit its fair share of bumps in the road.

Documents suggest Parks Canada has been rushing ahead with the project after receiving federal money in 2016 with a two-year expiry date.

Public consultations began in January. Environment minister Catherine McKenna is expected to make a final decision based on the results of public feedback and a yet-to-be-completed detailed impact analysis, also known as an en-

vironmental assessment.

However, documents obtained under Access to Information legislation suggest that Parks Canada staff have been proceeding for months as if the project is a done deal.

In a draft communications plan prepared in August 2016, staff wrote up a timetable for media events that included an event to mark the start of construction, "when Phase 1 of the project is shovel ready," at an undetermined date in 2017. The timetable also includes a ribbon cutting to open Phase 1 — the Jasper to Columbia Icefields portion — at a undetermined date.

THE CANADIAN PRESS



Tourists walk on the Athabasca Glacier part of the Columbia Icefields in Jasper National Park in May 2014. THE CANADIAN PRESS

AUTO THEFT

Officer injured in collision

Autumn Fox
For Metro | Edmonton

A Calgary police officer was injured in a crash involving a stolen vehicle near the Calgary International Airport this weekend.

Sgt. Duane Lepchuk said Calgary police were tracking a stolen vehicle around 1 a.m. Sunday, and followed the driver onto Calgary International Airport property after seeing the vehicle driving through airport barricades.

The driver then abandoned the stolen vehicle and commandeered a Calgary Airport Authority vehicle. CPS continued tracking the driver around the airport, at which point a third stolen vehicle approached and the driver of the stolen Airport Authority vehicle stopped and got in with the new driver.

The third stolen vehicle then collided with the police cruiser and immediately fled the scene. One of the police officers sustained minor injuries as a result of the crash.

According to Lepchuk, CPS was unable to track the suspects and no arrests have been made. CPS is continuing their investigation.

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Rally targets PM's support for Trump

PROTEST

Demonstrators call for shift in focus toward UN investigation

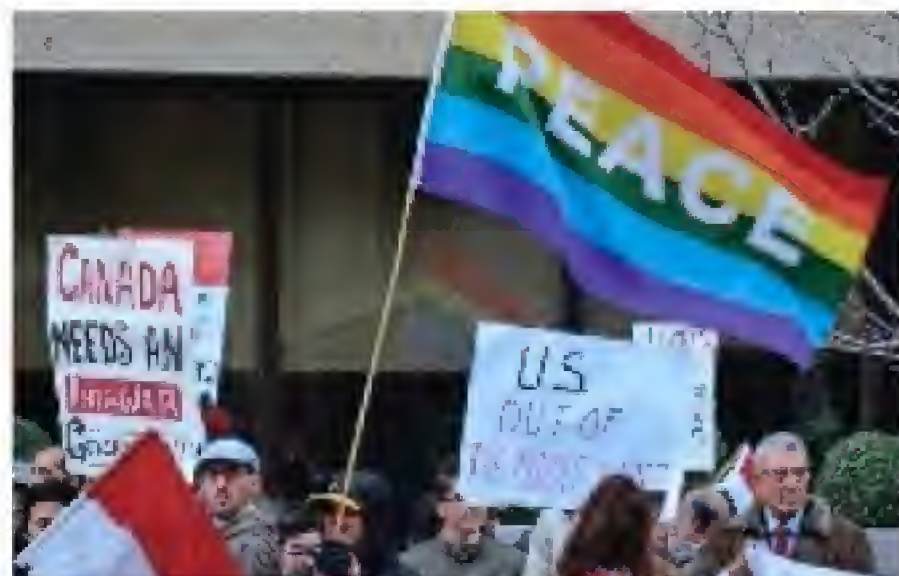
Autumn Fox
For Metro | Calgary

Regrouping after Wednesday's protest at city hall, members of Calgarians Against War and Intervention in Syria, an online advocacy group, gathered in front of the U.S. Consulate General's office in Calgary on Sunday.

While Wednesday's protest demanded a response from the United Nations and the Canadian government in regards to the chemical attack that killed 87 people in the Syrian town of Khan Sheikhoun, the rally on Sunday now condemned Prime Minister Justin Trudeau's endorsement of the American's retaliative missile strike on a Syrian airbase.

"Trudeau's first response was dead on. We call for the UN to investigate these allegations of the gassing, to find out who was at fault," said Annette Lengyel, one of the rally's organizers.

Prior to the missile strike being launched, Trudeau would not outright blame Syrian President



Protesters rally against Justin Trudeau in front of the U.S. Consulate General's office on Sunday. AUTUMN FOX/FOR METRO

Bashar al-Assad for the gas attacks and promised Canada would be involved in the UN investigation.

However, in a statement made after the U.S. launched 59 tomahawk missiles on Friday Trudeau said, "Canada fully supports the United States' limited and focused action to degrade the Assad regime's ability to launch chemical weapons attacks."

Trudeau also said Canada would continue to "support diplomatic efforts" in Syria.

Kevan Hunter, another rally organizer, said he was angry at Trudeau's flip-flop, and the hypocrisy of the Canadian government's claims to protect hu-

manitarian intervention, saying, "I don't believe that bombing is ever humanitarian."

During the rally, a statement from the Canadian Peace Congress was read in response to the missile attack, which said the U.S. violated international law by acting without first providing evidence that Syria was responsible for the chemical attack.

The statement also claimed that the U.S. reacted under false pretences, and the true goal of the U.S. government was to implement a regime change, not fight the war on terror, adding, "Canada's role in this deepening Syrian crisis is no less deplorable."

Calgary DIGEST

Notley pays tribute to Vimy Ridge soldiers

On the 100th anniversary of the battle of Vimy Ridge, Premier Rachel Notley shared her thoughts on Alberta's contribution to the war effort.

The province

contributed to the First World War with 45,000 troops. Albertans enlisted more than any other province.

"The Canadians, from all corners of the nation, made the difference," said Notley.

METRO

RCMP ask for help in locating missing teen

RCMP are appealing for the public assistance in tracking down a missing Chestermere teenager, 15-year-old Jesse Dewispelaere, who was last seen April 5.

METRO

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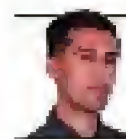
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Swallow-a-Bicycle marks 10 years

PERFORMANCES

Theatre troupe performed on rooftops and in coffee shops



Aaron Chatha
Metro | Calgary

Over the past 10 years, Swallow-a-Bicycle Theatre has performed all over Calgary.

No, we really mean all over. The avant-garde theatre troupe has performed on rooftops, street corners, boiler rooms, +15 corridors, abandoned warehouses, coffee shops and more.

Just ahead of its epic 10-year anniversary party, co-founder Charles Netto shared a few of his favourite experiences.

High performance rooftop

When they were a little new to the game, Netto and the theatre decided to do a performance on a rooftop. They found the roof they wanted, back in October,

not realizing Calgary weather might change a few months later.

"Of course, come January for High Performance Rodeo, it snows and you're stuck with two feet of snow and a piece that's supposed to have two actors running on a roof," Netto laughed. "So, you very quickly have to rejig it, and more than the time you spent creating the work, you're actually just shovelling snow."

Guerrilla art scene

Once, the theatre set up a Guerrilla art scene outside of the Jack Singer Concert Hall.

One of its actors dressed up as an old man with a slideshow, talking about the best boobs he'd seen over the course of his life.

"The Opera or Philharmonic gets out, having hundreds of people dressed beautifully," Netto recounted. "They leave to walk by this old man with his overhead projector going over the boobs he's seen in his life."

Eavesdrop a Coffee Shop

The troupe has done this show about six different

times, in various neighbourhoods throughout the city.

The first was in Bridalwood. Patrons stop by an ordinary coffee shop, throw on a pair of headphones and ... listen.

Among the regulars at the shop, hidden somewhere, are three actors. Through the headphones, you hear their innermost thoughts, and spot them as they move through the space.

The best part, Netto said, was when people stumbled in to get a coffee — and were instead delighted to a subtle, off-kilter show.

10 years

Over the past decade, Swallow-A-Bicycle has worked with more than 350 artists. Not bad for a theatre company that was conceptualized in a bar.

For the anniversary show, the troupe is inviting back 30 artists to perform, pulling out some of its favourite wild and wacky shows from the past.

That includes the first ever bar sketch the group performed.

The show takes place April 22. For more information, visit www.swallowabicycle.com.



The **Eavesdrop a Coffee Shop** show hides its actors among the patrons of a real coffee shop. Tune in on your headphones to hear their innermost thoughts, and try to pick them out. COURTESY CASSIE'S CAMERA

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Karan Arora uses a simulation software called PTV Vissim to run scenarios along Deerfoot Trail and through the city as part of his masters' thesis on traffic engineering. SCREENSHOT

Slowing down to speed up traffic

TRANSPORTATION

Simulations show varying km/h could help ease jams



Brodie Thomas
Metro | Calgary

A masters student in transportation engineering at the University of Calgary thinks we could get traffic moving along Deerfoot Trail more quickly at peak hours if we'd just slow down a bit.

Karan Arora, working under supervisor Dr. Lina Kattan, is studying techniques to make transportation systems more reliable. Part of that work involves running simulations of traffic throughout the city under different scenarios.

"Many people think if the speed is more, the travel time would be less — but it's actually opposite (at certain times)," said Arora. "There is the maximum capacity of the road."

He said once any highway nears its capacity, as the Deerfoot often does at peak times, speed can cause an increase in congestion.

Arora's solution — which is already being used in Germany and parts of the U.S. — is variable speed limits. He said digital signs can be adjusted to the conditions of the road to keep things moving smoothly.

"Smooth traffic is very important," he said, adding that by slowing things down from 100 km/h to 80 or 90 km/h, drivers could avoid the stop-and-go conditions that really make driving tedious.

In off-peak hours, he said 100 or 110 would be a perfectly acceptable speed limit.

Washington State already has variable speed limits on five corridors. Its Active Traffic and Demand Management system was launched in 2010 and cost \$63 million U.S. according to the state's website.

Although he has not crunched the numbers, Arora's certain a variable speed system could get results for a fraction of the cost of adding more lanes to the highway to increase its capacity.

Any investment in such a system would likely fall to the province according to Coun. Shane Keating, chair of the city's transportation and transit committee. He noted Deerfoot Trail falls under the province's jurisdiction.

The other obvious question about adjusting speed limits is enforcement. Arora's solution for this is simple. He said heavy enforcement with photo radar is what's used in other jurisdictions that have tried this.

CLOTHING

Threads focus on body positivity



Elizabeth Cameron
For Metro | Calgary

When people wear AJ Vaughn's designs, he wants them to remember it's OK to be themselves. Vaughn founded Jay Heights, a local clothing label with a focus on body positivity and giving back. He started the business after going through his own body image struggles in high school.

"I wanted to start a movement to help people be more confident in themselves," the 20-year-old entrepreneur said. "I want them to be reminded they're amazing



AJ Vaughn's clothing line.
JENNIFER FRIESEN/FOR METRO

in their own way, to feel comfortable in their own skin."

He was always used to being the tallest kid on the playground,

but as he grew older, Vaughn said his friends kept growing taller. "They would tease me, call me short and stuff like that," said Vaughn. The then-teenager took the teasing to heart.

Eventually, he realized his height wasn't going to change — but his perspective could.

"I realized I can't complain for the rest of my life, because I'd be unhappy," said Vaughn.

The positivity doesn't end there — a chunk of the profits from Jay Heights are donated to the Hope for the Homeless Foundation, a charity Vaughn founded which delivers care-packages to Calgary's homeless.

STORE WIDE

24⁺

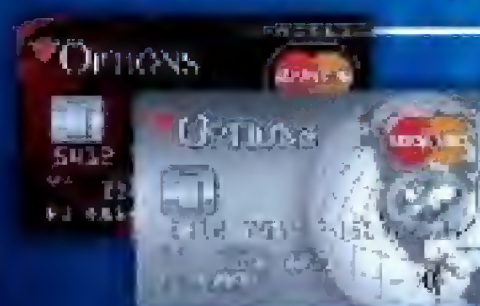
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Nenshi takes on his haters

PERFORMANCE

Improv team reveals mean tweets aimed at the mayor



Aaron Chatha
Metro | Calgary

@Nenshi is no stranger to mean tweets.

The Calgary mayor is known for snappy responses to online trolls, and local improvisers Jamie Northan and Andrew Phung are taking advantage with their latest show, Nenshi vs. Twitter.

The event will also double as a fundraiser for the mayor's re-election campaign, and will feature Naheed Nenshi digging up the most colourful tweets from his social media history. Northan and Phung will then attempt to tell the unknown story behind the tweet.

"That could be anything from what motivated that tweet, or

flashing forward into the future — what happened to the person who made that tweet," said Northan. "Or what happened in their childhood that set them up to make that tweet. Really, any kind of offshoot we're inspired by."

Northan promised they're not just on stage to bash someone for saying something on Twitter; they're just trying to find the 'why' behind the tweet.

"Maybe there's a perfectly good explanation for it," he added.

The event came about through the duo's history with the mayor.

Nenshi, a lover of the arts, has attended the pair's previous shows, and once even dropped by with a large group to cap off a friend's bachelor party.

They approached Nenshi with the idea of doing a show, and turning it into a fundraiser.

and social media seemed to be a natural thematic fit.

"He was one of the first Canadian politicians to really get elected because of social media," Northan explained.

@nenshi can't even do math no one believes he understands technology damn good at destroying wetlands and golf courses for housing projects



Jamie Northan and Andrew Phung have partnered with Mayor Naheed Nenshi to create a show based on the mean tweets the mayor has received. There will be two shows, on April 28 and 29, at the Loose Moose theatre. More at www.loosemoose.com. COURTESY BRE KENNEDY, KURT FIRLA

Hey @nenshi @cityofcalgary great plan reducing dump hours ... that won't promote people dumping everywhere ... I know I will!!

+ CHABOT'S GOING TO THEATRE, TOO

Palace Theatre fundraiser

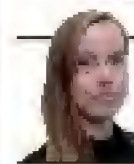
Naheed Nenshi isn't the only mayoral candidate throwing a fundraiser that weekend — on April 27 Ward 10 Coun. Andre Chabot is hosting an event at the Palace Theatre. Chabot said the event is more networking — not a ton of live entertainment. If the Flames are still in

the playoffs, they'll show the game, and Chabot will speak about his vision, including spending in the down economy.

"We need somebody who's going to exercise some fiscal restraint, and our current mayor I don't think is going to do that," Chabot said. Doors open at 5 p.m. AARON CHATHA / METRO

PC PARTY

Association president steps down



Elizabeth Cameron
For Metro | Calgary

After steering Alberta's PC Party through turbulent waters and a leadership election, Katherine O'Neill resigned as president of the association on Friday.

In a statement, O'Neill thanked board members of the Progressive Conservative Association of Alberta (PCAA) and constituency association presidents for their efforts to rebuild the party after its first election defeat in 44 years.

"It's no secret that the May 2015 general election rocked our 112-year-old party to its foundation," O'Neill said. "The pundits, our enemies, and even some of our most loyal supporters declared the party dead."

New to politics at the time, she admitted at first, rebuilding seemed impossible.

She has been working with newly elected leader Jason Kenney for the past month and said she feels ready to take a step back from leadership.

Kenney issued his own statement, thanking O'Neill for two years of leadership in a time of "real adversity."

"The PC Party is in a better financial position, with much larger membership, and more active constituency associations than a year ago, thanks in part to Katherine's leadership and hard work," Kenney said, and thanked her for her advice during his transition to party leader.

Kenney said he will work with the PC executive in the coming weeks to choose her successor.

WITH FILES FROM THE CANADIAN PRESS

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Why youth love Canada

Canada 150
Art

Hundreds of young people will celebrate through art



Gilbert Ngabo
Metro | Toronto

Ask kids why they love Canada and the answers may surprise you.

From polar bears and the Great Lakes to Justin Trudeau and the women's national soccer team, young people from across the country are voicing their views about what Canada means for them. And they're being creative about it.

It's all part of 150+ Reasons We Love Canada, a project that's engaging Canadian youth aged 10-29 to celebrate the country's 150th anniversary through beautiful art. Run by the non-profit VIBE Arts, the initiative has reached out to over 500 young people from under-resourced communities



VIBE Arts executive director Julie Frost is leading a mural project where kids explain why they love Canada. LIZ BEDDALL/METRO

in all provinces and territories.

The hand-painted murals will be unveiled to the general public ahead of July 1.

"Many of these young people don't have an opportunity to express their views about national issues," said VIBE Arts executive director Julie Frost. "We thought it was very im-

portant to give them this kind of platform where they're free to show their artistic talents and say something about the country."

As part of the project, the artistic charity teamed up with professional artists to run workshops in schools, shelters, public libraries and community cen-

tres in every province. Murals painted by the young people will be displayed for two months in Toronto subway stations and 20 airports across the country, including Pearson International. They'll also be digitized and showcased at different venues all over the country.

Frost said some themes from

the project are centred around geography (the Northern Lights, ravines and Maple Leafs), as well as famous and influential people (Justin Trudeau, Drake and athletes). But many submissions also touch on issues of peace, freedom and diversity.

"It really helps build healthy relationships," said Frost.

INDIGENOUS AFFAIRS

Pregnant women will have an escort

Health Minister Jane Philpott says Ottawa will now pay for someone to travel with Indigenous women who need to leave their communities to give birth — a change to what she called an "extremely unhelpful" policy.

In an interview with The Canadian Press, Philpott said she heard a "cry loud and clear" from indigenous health experts who were urging the federal government to allow pregnant aboriginal women to leave home with an escort.

"It is a major policy change for us," Philpott said. "It requires significant resources in order to be able to do that, but it is absolutely a wise investment."

Health Canada said Sunday that it's difficult to provide a cost estimate but it estimates \$22-million will be spent on the measure in the 2017-2018 budget year.

Indigenous women without proof of a medical need to have someone escort them have long been forced to have their children alone and far from their land, language and heritage, the minister said. THE CANADIAN PRESS

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Bowridge Site: Saturday at 6:30 pm, Sunday at 10 am
Westhills Site: Sunday at 10:30 am

Bearspaw Site: 255024 Lochend Road
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A man takes a photo as sentries stand guard at the National War Memorial during a vigil to commemorate the 100th anniversary of the Battle of Vimy Ridge. JUSTIN TANG/THE CANADIAN PRESS

Our win for freedom

VIMY RIDGE

People come together to recall sacrifice 100 years ago

They came together from coast to coast to coast, by the thousands, to say thank you and to remember.

Canadians of all ages and all walks of life, they gathered under the soaring pillars of the Canadian National Vimy Memorial on Sunday to mark the 100th anniversary of that fateful battle — and reflect on its enduring legacy.

Exactly 100 years earlier, the scene here had been quite different. The sun that shone down on the masses on Sunday, forcing many to hide behind umbrellas lest they burn, had been non-existent in 1917.

Instead, rain and sleet and artillery shells had lashed what then was a muddy, bloody battlefield as 30,000 Canadian soldiers huddled in trenches and waited for the assault to kick off.

But there was one key similarity between that Easter Monday

on April 9, 1917, and the scene 100 years later: Canadians stood together, shoulder to shoulder, proudly and unabashedly as one people.

"These ordinary and extraordinary men of the British dominion fought for the first time as citizens of one and the same country," Prime Minister Justin Trudeau said in French as he addressed the crowd.

"Francophones and Anglophones. New Canadians. Indigenous Peoples. Side by side, united, here in Vimy, within the four divisions of the Canadian Corps."

And despite suffering horrible casualties during the four-day battle, with 3,598 dead and more than 7,000 wounded, they would succeed where the British and French had failed by capturing the ridge.

"This was and remains the single bloodiest day in Canadian military history," Prince Charles, representing the British monarchy, told the assembled crowd. "Yet Canadians displayed a strength of character and commitment to one another that is still evident today. They did not waver. This was Canada at its best." THE CANADIAN PRESS

POLICY

Feds aim to lower immigration detention

The federal government is "exploring potential policy changes" to reduce the length of immigration detention and get non-violent migrants out of maximum-security jails, according to a new report.

Canada Border Services Agency's "New National Immigration Detention Framework," released late Friday, is not a concrete plan as much as it is a general set of intentions. But, if implemented, it would signal a substantial shift in how Canada

treats its unwanted immigrants.

Based on a series of stakeholder consultations conducted last fall in response to mounting public pressure, the report from Canada's border police agency says it wants to "better align" itself with international and domestic standards for immigration detention by reducing the use of maximum-security jails, expanding alternatives to detention and "drastically" shrinking the number of children in detention.

Canada's border police can

detain immigrants who have been found inadmissible to the country if they believe they are a danger to the public, will not show up for their deportation, or if their identity is in doubt. The average length of detention last year was 23 days, but hundreds end up languishing in deportation limbo for months or years.

A Torstar investigation found Canada's immigration detention system regularly subjects difficult-to-deport migrants to indefinite detention — often in

maximum-security jails — and is routinely unable to solve long-term detentions.

Highlighted in the series is the fact that Canada is one of only a handful of developed countries that does not have any maximum length of detention for immigration detainees. The UN Human Rights Committee called on Canada in 2015 to set a "reasonable" time limit on detention, but the federal government has thus far been reluctant to change its policy. TORSTAR NEWS SERVICE

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GLOBAL DIGEST

SWEDEN

Country questions welcoming policies

Swedes questioned their country's welcoming immigration policies with pride and pain on Sunday after learning that an asylum-seeker from Uzbekistan was allegedly behind the truck rampage that killed four people.

The Swedish capital was slowly regaining its normal rhythm as details about the suspect emerged. Police said he had been ordered to leave Sweden in December because his request for a residence permit was rejected. He allegedly went underground, eluding authorities' attempts to track down and deport him until a hijacked beer truck rammed into a department store on Friday. THE ASSOCIATED PRESS

SYRIA

Russia and Iran affirm commitment to Assad's government

Russia and Iran renewed their support for the Syrian government in a flurry of calls on Sunday, saying last week's U.S. missile strike violated Syrian sovereignty but failed to boost the morale of "terror groups" in Syria.

Iranian President Hassan Rouhani called the strike on Friday a "blatant violation" of Syrian sovereignty. Syrian state media reported. Assad accused the U.S. of trying to boost the morale of "terror groups." The government refers to all those fighting against it as terrorists. A statement carried on the military media arm of Hezbollah condemned the strike in stronger language, saying it had "crossed red lines" and vowing to "reply with force" to any future aggression "in a variety of ways."

THE ASSOCIATED PRESS

Suicide bombers kill dozens at church services in Egypt

TERRORISM

Government seeks to install 3-month state of emergency

Suicide bombers struck hours apart at two Coptic churches in northern Egypt, killing 44 people and turning Palm Sunday services into scenes of horror and outrage at the government that led the president to call for a three-month state of emergency.

Daesh claimed responsibility for the violence, adding to fears that extremists are shifting their focus to civilians, especially

Egypt's Christian minority.

The attacks in the northern cities of Tanta and Alexandria that also left 126 people wounded came at the start of Holy Week leading up to Easter, just weeks before Pope Francis is due to visit.

Pope Tawadros II, the leader of the Coptic church who will meet with Francis on April 28-29, was in the Alexandria cathedral at the time of the bombing but was unhurt, the Interior Ministry said.

It was the single deadliest day for Christians in decades and the worst since a bombing at a Cairo church in December killed 30 people.

Late Sunday night, President Abdel-Fattah el-Sissi called for a three-month state of emergency.



All I could think of was to find my wife, and all I could see was smoke, blood and completely charred bodies.

Magdy George Youssef, a deacon at St. George's

According to Egypt's constitution, parliament must vote in favour of such a declaration — a certainty since it is packed with supporters of the president. It cannot exceed six months without a referendum to extend it.

The president also dispatched elite troops across the country to protect key installations and accused unidentified countries of fueling instability.

The attacks highlighted the

difficulties facing el-Sissi's government in protecting Christians, who make up about 10 per cent of Egypt's population.

"Where is the government?" screamed an angry Maged Saleh, who rushed to the church in the Nile Delta city of Tanta where his mother escaped the carnage.

The first bomb exploded inside St. George's Church in Tanta, killing at least 27 people and wounding 78, officials said,

overturning pews, shattering windows and staining the white-washed walls with blood.

A few hours later, a suicide bomber rushed toward St. Mark's Cathedral in the coastal city of Alexandria, the historic seat of Christendom in Egypt, killing at least 17 people and wounding 48.

Pope Tawadros II had held Palm Sunday services at the cathedral and the timing of the attack indicated the bomber had sought to assassinate him.

Pope Francis marked Palm Sunday in St. Peter's Square by expressing "deep condolences to my brother, Pope Tawadros II, the Coptic church and all of the dear Egyptian nation."

THE ASSOCIATED PRESS



Blood stains pews inside St. George's Church after a suicide bombing in the Nile Delta town of Tanta, Egypt, on Sunday. Bombs exploded at two Coptic churches in the northern Egyptian cities of Tanta and Alexandria as worshippers were celebrating Palm Sunday, killing over 40 people and wounding scores more in assaults claimed by Daesh.

NARIMAN EL-MOFTY/
THE ASSOCIATED PRESS

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2016	CX5 SUV #8814797	Crystal White Pearl	26,247 kms	\$28,299 +GST
2016	CX5 SUV #8817514	Crystal White Pearl	27,631 kms	\$28,199 +GST

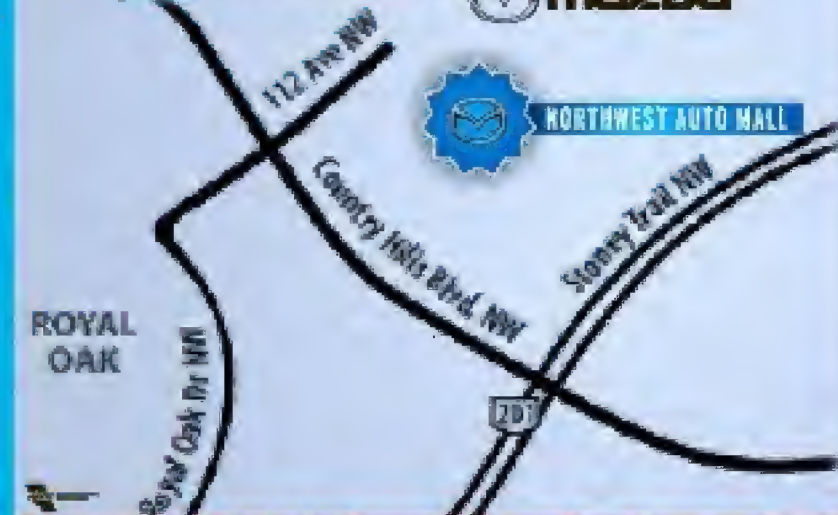
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Refugees see glimmer of hope

SYRIA

Trump's shift in policy brings optimism, but not for all

For the millions of Syrian refugees scattered across camps and illegal settlements, the chemical attack on a town in northern Syria and subsequent U.S. strike was a rare moment when the world turned its attention to Syria, before turning away again.

Some cheered the U.S. cruise missiles that hit an air base in central Syria, but others insist they are opposed to any U.S. intervention. Few had any hopes that the apparent sudden shift in President Donald Trump's policy would help their situation.

DRAMATIC CHANGE

The strike marked a swift reversal on Syria for Trump, who had repeatedly said the U.S. should stay out of the civil war. But several refugees regarded Trump's policy shift with bit-



Syrian refugee children run at an informal refugee camp, at Al-Marj town in Bekaa valley, east Lebanon. THE ASSOCIATED PRESS

terness, noting that he said he was moved to act by photos of the "beautiful babies" killed in the gas attack after working for months to bar millions of refugee children and their families from entering the United States.

Trump has not spoken on whether his renewed involve-

ment in Syria will also include a changed policy on Syrian refugees. But some refugee agencies in the United States are hoping that change is coming as well.

TRUMP'S CHOICE

The Syrian refugees of Kawergosk in northern Iraq have

been around for so long that their camp has turned into a small town. Shops of all kinds line its main street and most of the tents have been converted into small cement block houses.

Many of the camp's residents welcomed the American cruise missile attack on Syria but said that they wished America would go further and intervene to end the country's six-year civil war.

THE CURRENT POLICY

Trump had taken something of a hands-off approach to Syria and Syrian refugees as both a private citizen and a presidential candidate, even urging President Barack Obama in 2013 to avoid getting involved in the civil war there. The first iteration of Trump's now blocked travel ban indefinitely barred all Syrian nationals from coming to the United States. The indefinite ban on Syrians was eliminated from a second version of the ban.

Trump has suggested at times that safe zones in and around Syria should be established to protect people.

THE ASSOCIATED PRESS

150 WAYS of looking at Canada

POSTCARD NO. 68

THE PRAIRIES AND MOUNTAINS



I GREW UP JUST OUTSIDE OF CALGARY, WITH A BREATHTAKING VIEW OF WHERE THE PRAIRIES MEET THE ROCKY MOUNTAINS. IT TOOK MOVING TO ANOTHER PROVINCE FOR A NUMBER OF YEARS TO REALLY APPRECIATE THE BEAUTY THAT SURROUNDED ME FOR SO LONG. **SIDNEY STARKMAN**



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Tax filing deadline creeping up



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ADVICE

Experts give some tips for tardy tax filers

More than a quarter of Canadians — 28 per cent — find the tax-filing process stressful, confusing and even intimidating, according to a TD survey.

But don't sweat it, says Tarsem Basraon, senior manager, wealth advisory services at TD Wealth Management. With the deadline just three weeks away, it's time to buckle down.

This year, you technically have an extra day because April 30 falls on a Sunday, so your return will be considered filed on time if it is postmarked on or before May 1, 2017.

Here are Basraon's last-minute tips for tax filers:

File on time, even if you don't owe a penny

While late penalties are only applicable if you file past the deadline and owe money, it is strongly recommended that you file on time — even if you think you'll be getting money back — in case anything unexpected

arises.

Don't miss out

Even if you don't owe money, late filers could miss out on, or experience interruptions to, government benefits and credits such as the Canada child benefit and GST/HST credits. It's also important to remember that if you're expecting money back, the earlier you file, the sooner you'll receive your refund.

Forgotten claims

Do your research to determine what expenses you can claim. Many of the following are over-

looked: charitable donations, child-care expenses, disability credits, medical expenses, travel medical insurance and moving expenses.

New for the 2016 tax year

Tax rules often change from year to year, so keep up to date. For the 2016 tax year, there are several new rules. You now need to report the sale of a principal residence; the income-splitting family tax cut has been eliminated; and there are lower federal tax rates on income between \$45,282 and \$90,563 (from 22 per cent to 20.5 per cent). For a full list of changes, visit the CRA website.

Avoid common mistakes

The most common mistakes are a failure to report investment income or foreign income; incorrectly transferring claims like education or medical expenses between family members; failure to file required elections or forms (e.g., T1135 for foreign assets over \$100,000); and failure to keep adequate records and receipts.

Don't be afraid to seek help

An accountant or tax advisor can ensure you are accurately filing and taking advantage of the deductions. Also, ask how to accelerate or defer income, depending on your tax bracket.

TORSTAR NEWS SERVICE

Claims that test limits

For some, income tax season is an opportunity to think outside the box and test the limits of what can be claimed. Some of the more daring tax claims Canadians have made:

● Tax lawyer Paul DioGuardi once successfully defended a man who claimed a portion of the cost of his Rolls-Royce Silver Cloud as a business expense. He used the costly car as a personal vehicle and as a delivery car for his clients.

● Lisa Gittens, a tax professional with H&R Block, says a woman last year tried to claim her cat as a dependent and bringing in all her receipts for food and vet bills. If your pet is working for you, you may be able to claim their costs. A farmer was once allowed to claim cat and dog food because they were outdoor pets acquired to keep wildlife away.

● Tax lawyer Paul DioGuardi's firm successfully defended a client's right to claim a \$5,000 Brioni suit that he only wore when he did media appearances, advertisements and television commercials. In this case it was part of the client's persona, DioGuardi said.

THE CANADIAN PRESS

WORK SAFETY

Women can't be forced to wear high heels at work

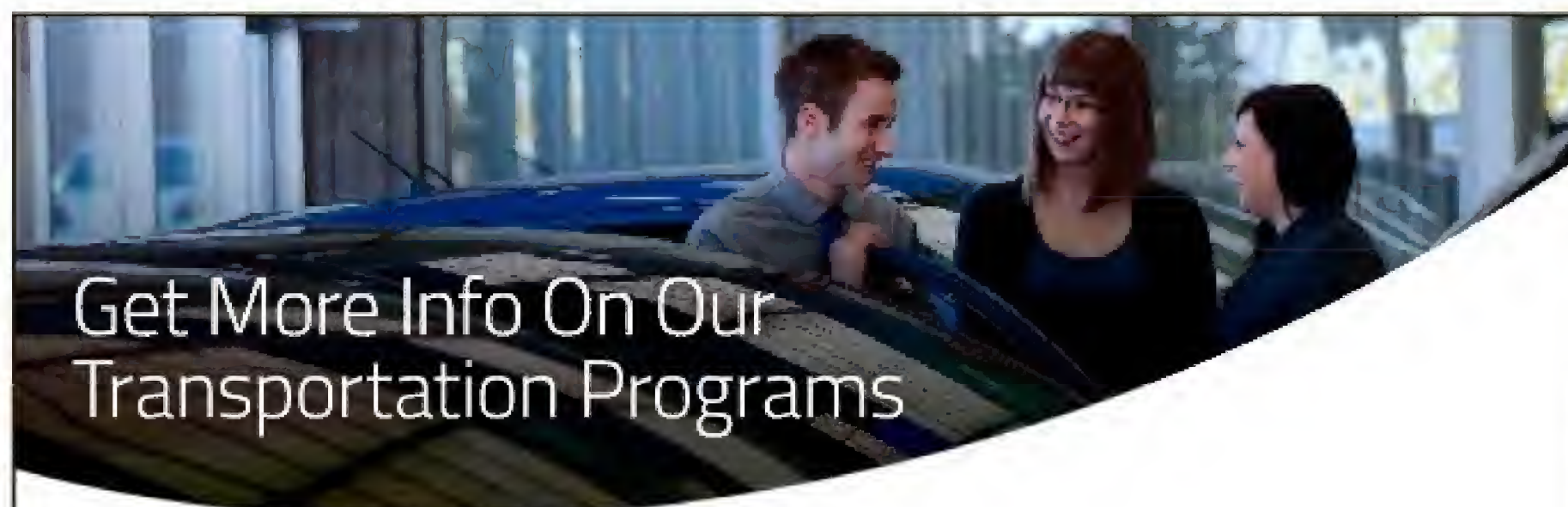
A move by the British Columbia government to ban mandatory high heels in the workplace is being lauded as a step towards ending discriminatory dress codes.

Requiring women to wear high heels on the job is a health and safety issue, said Labour Minister Shirley Bond. "This change will let employers know that the most critical part of an employee's footwear is that it is safe," she said in a statement on Friday.

The high heels issue is broader than just footwear, said Robyn Durling, communications director with the legal-assistance group B.C. Human Rights Clinic. The new regulations will help prevent women from being forced to wear clothing they're not comfortable with and could prevent some sexual harassment in the workplace, Durling said.

The changes will be enforced by WorkSafeBC, which oversees worker safety in the province. Guidelines are expected by the end of the month.

THE CANADIAN PRESS



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Commemorative \$10 bank note unveiled

The Bank of Canada has unveiled a new commemorative \$10 bank note to celebrate the 150th anniversary of Confederation — and it will mark one of the few times Canadian woman and an indigenous Canadian have been featured on the country's currency.

It is also just the fourth time in Canada's history that a special, commemorative bank

note has been produced.

The front of the bill depicts the faces of four federal political figures the Bank says helped shape the country: Sir John A. Macdonald, Sir George-Étienne Cartier, Agnes Macphail and James Gladstone.

Macphail, a champion of equality and human rights, was Canada's first female member of Parliament. First

elected in 1921, she later went on to provincial politics, winning a seat in the Ontario legislature in 1943.

The bank had already announced plans to put human rights activist Viola Desmond on the \$10 bill later next year, making Desmond the Canadian first woman to grace a regularly circulating bank note.

Gladstone, known by his Blackfoot name Akay-na-muka, was a member of the Kainai, or Blood, First Nation who fought for indigenous rights. In 1958, he became the first person of First Nations origin to be named to the Senate.

The new note will be available June 1 when 40 million go into circulation.

THE CANADIAN PRESS

OTHER NOTES

- A \$25 note was printed in 1935 to celebrate the Silver Jubilee of King George V.
- In 2015, a special \$20 note was released in celebration of Queen Elizabeth II as the longest-reigning sovereign in Canada's modern era.
- A \$1 bill was also issued in 1967 to mark Canada's centennial year.



URBAN ETIQUETTE ELLEN VANSTONE



THE QUESTION Can I confront my ghoster to demand an explanation?

Dear Ellen,
I met a woman online, we met for coffee and connected right away. We had some great dates and started making some serious plans to spend more time together. Then, after a few weeks, she cancelled by email at the last minute, and completely disappeared. She's not on the dating site anymore, or she has blocked me. Now I'm wondering whether to contact her. Women complain about being ghosted all the time, but obviously they do it too. I think I deserve an explanation. Advice?
Rick

Dear Rick,
Yes, you deserve some kind of explanation. No, you should most definitely not contact her, for the following reasons: a) she cancelled dinner, then cancelled you on the dating site, so it's not like she's lying in a ditch somewhere and needs your help; b) tracking her down and contacting her after she's ghosted you puts you firmly in stalker territory, which is not where any polite, or sane, person wants to go.

Also, while it's true that women complain about being ghosted, and then turn around and do it themselves, that fact is completely irrelevant. The female of the species can be just as rude, heartless and cruel as any other member

What she, or any one of us, must do is at least send a polite note.

of the human race, but their bad behaviour is no excuse for relaxing one's own personal standards.

I'm not saying she owed you an excessively detailed explanation. Whether she had a personal crisis, or a horrifying medical diagnosis, or an inconvenient acne breakout, or she just found another guy she liked better, she is under no obligation to tell you about any of it.

But what she, or any one of us, must do is at least

send a polite note. Nobody wants to hear "Hey, it was great to meet you and spend time with you, but I don't think this is quite right for me." But at least you'll have clarity.

The right thing for you to do here is swallow your pride, and believe that time will heal your hurt feelings.

If it's any consolation, and assuming you behaved like a gentleman throughout your brief relationship, you can also be assured that she's not good enough for you



Ani Castillo

VICKY MOCHAMA

He's made calls, now Trudeau needs to put in work on feminism

Justin Trudeau's feminism needs to be more specific.

Feminism, especially intersectional feminism, is a big chaotic tent. The diversity of speakers and issues at the Women's March alone were proof of that. Feminists are concerned about everything from equal pay to environmental issues to Indigenous rights.

So what exactly is the prime minister talking about when he claims to be a feminist?

At the recent Women in the World Summit, an annual conference of activists, politicians, business leaders and artists, Justin Trudeau rolled out his greatest feminist hits featuring a light Lean In seminar. He was interviewed by former New Yorker editor-in-chief and conference creator Tina Brown in front of a crowd at Lincoln Centre, reports Maclean's.

It was a master class in deflection. Asked about rising populism, he responded with a call for more women in leadership. Asked about being seen as an "elite wonder boy," he responded that he was proud of being his mother's son. Asked about his relationship with Ivanka Trump, he didn't even mention her name in his answer.

Trudeau is a master of evasion, but the New York City crowd evidently loved it.

At home, however, I can't help but roll my eyes. It's easy to be a feminist on New York City's streets, but here in Canada, I am going to need to see some receipts.

Women in Canada are still waiting for something resembling a comprehensive childcare strategy.

Women bear the brunt of the financial costs for childcare; this keeps them out of careers and in poverty. Indigenous children are still waiting for Ottawa to fulfil the order by the Canadian Human Rights Tribunal to reform child welfare.

The recently announced budget did not increase international aid at a time when the United States has reinstated the global gag rule on abortion and ended funding for the United Nations Population Fund.

The prime minister has done some positive work. He has lifted the two per cent funding cap on First Nations. Canada has joined others to fill the gap left by Trump's cuts with a \$20 million funding pledge for global reproductive health, including contraceptives and post-abortion care. After years of non-response, the government has convened the Missing and Murdered Indigenous Women inquiry. And the Liberals have sought to add a gender analysis, albeit an imprecise one, to policy decisions.

But many of Prime Minister Trudeau's policy changes leave a lot to be desired. Feminism is not a matter of branding. It requires work and accountability. Vague answers and Lean In-style calls for women to step up do a disservice to Canadian women who need their prime minister to do more.

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Vegetarianism is not always ethical

FOOD

Giving up meat won't save the planet — or your soul

Marissa Landrigan stopped eating meat for ethical reasons — and then started eating meat for ethical reasons.

For a summer job right after college in 2007, she was researching threats to California's waterways and learned that crops, including the innocent strawberry, could be grown with chemicals that endangered the environment and the people who worked the fields.

It had never before occurred to her, a hardcore vegetarian since her freshman year, that growing fruit and vegetables could be as ethically questionable as farming animals. A decade later, Landrigan, now 34 and a Pittsburgh area-based writing professor, extols the virtues of eating meat in her memoir, *The Vegetarian's Guide to Eating Meat: A Young Woman's Search for Ethical Food*, released this Friday.

"Ethical eating isn't about a black and white choice where vegetarian and vegan is always good and meat is always bad," Landrigan said in an interview. She now uses "ethical omnivore"

as shorthand to describe how she eats.

"I had to decide what was more important: always boycotting meat or generally supporting the most ethical and sustainable and humane food production I could find, which would sometimes involve livestock animals."

For many like the young Landrigan, achieving a guilt-free diet means cutting out meat, eggs and dairy in order to satiate concerns over animal welfare and the environment — research has generally shown that livestock farming is a significant contributor to greenhouse gas emissions.

In college, Landrigan disavowed meat as part of a broader sense of anticorporate activism only to discover her faux chicken, veggie burgers, even organic tomato paste could still be products of an industrial food system she opposed. For example, the vegetarian Boca Burger is sold by Kraft, which makes hotdogs and deli meat from the largest pork producers in the U.S.

And there are plenty of other examples of dubious produce.

Demand for quinoa led to overproduction and unstable crop prices for Peruvian farmers. Avocados are associated with drug cartels and deforestation in Mexico.

Water-intensive almond growing in California was part-



FOOD & ETHICS

Tips for becoming an ethical eater

- Figure out what you care about most and shop accordingly.
- Shop local. Ideally, ethical omnivores eat only local, organic and humanely raised meat.
- If strictly vegetarian or vegan is too daunting, stick to a 'reducitarian' or 'flexitarian' diet that minimizes the amount of animal products.



The strawberry could be grown with chemicals that endanger the environment and those who work in the fields, says Melissa Landrigan. TORSTAR NEWS SERVICE FILE

ly blamed for water shortage during that state's multi-year drought. The Vietnamese nut industry has been accused of producing "blood cashews," forcing drug addicts to shell the nuts through treatment centres doubling as labour camps. Soy

crops — though mostly used for animal and chicken feed — have been linked to destruction of the Amazon rainforest.

Though meat consumption in Canada has declined or plateaued in the past four decades — per capita red meat went down near-

ly 40 per cent between 1980 and 2015, according to government statistics — along with the rise of "plant-based" diets and Meatless Mondays, it's estimated only 4 per cent of Canadians do not eat animal products at all.

Landrigan tries to shop local,

where her money supports her community, not a multinational conglomerate that may operate with unethical practices under some other company name — which led her to return to eating meat.

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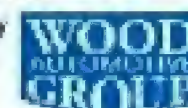
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Taking out a lease on saving money



When you lease a vehicle, you only pay for the vehicle's depreciation over the term of your lease, writes Gail Vaz-Oxlade. iStock

ADVICE

Like renting, leasing a car may be a good option for some

Gail Vaz-Oxlade
For Metro Canada



A friend of mine — we'll call him Desmond — was telling me that he's in the market for a new car.

"Paying cash, financing or leasing?" asked I, not realizing that I was about to step into a pile of poop.

"Lease..." he shouted at me, the spittle flying. "That's like dumping a whole bunch of money into a vehicle that you'll never own. It's stupid. Like renting."

Whoa now buddy, renting isn't stupid and neither is leasing, for the right person and the right reasons. (He might be considered stupid for buying a new car and taking the depreciation hit when he drives it off the lot, but I digress.) Let's look at some facts about leasing, then, shall we?

Fact 1: When you lease a vehicle, you only pay for the vehicle's depreciation over the term of your lease. To figure this out, take the residual value (the estimated value of the vehicle at the end of the lease term) and subtract it from the total purchase price. This is the amount on which your payments are based, plus the lease (read interest) rate you're paying and applicable taxes.

Fact 2: At the end of your lease, you have the option of either buying the vehicle for the pre-determined residual, or returning it to the dealer.

Fact 3: A lease will mean substantially lower monthly payments because you are not making any payments on said residual value. That can free up cash flow for other things, like paying down debt that's costing you more in interest. But you will have to come up with the residual value if you want to buy the vehicle out at the end of the lease. (Yes, you can refinance the buyout, but that's gonna cost you in interest too.)

Fact 4: You will pay more to lease if you assume the same purchase price, interest rates and total number of payments plus the residual value. What a lot of people don't get is that while you're leasing you pay interest on the full value of the vehicle, including the residual value. When you use financing, the amount on which interest is being calculated is reduced at a faster rate so you end up paying less.

Fact 5: Leasing can work out

CHEAPER

Compare interest rates

According to Gail Vaz-Oxlade, leasing can work out to be a cheaper option. If the interest rate on the lease is lower, or if the term of the financing is longer, the lease will be less expensive.

GAIL VAZ-OXLADE

to be a cheaper option. If the interest rate on the lease is lower, or if the term of the financing is longer, the lease will be less expensive. Shop smart. If lease rates are better than financing rates because manufacturers are subsidizing their leases, you'll win on the lease.

Fact 6: If you are self-employed or have a company through which you are running your vehicle(s), leasing may offer a bigger tax payoff than financing.

Fact 7: Dealers may jack up the price on a car if they know you plan to lease. Don't go in declaring how you're going to pay for the car. As far as the dealer is concerned, you don't have a trade in, you don't need financing, and you don't plan to lease. You're just pricing out the car. If you're prepared to spend a little money to get the best deal (about \$40), go to Carcost-canada.com for a wholesale invoice price on the car you're looking at.

Fact 8: It's your job to read and understand your lease, including knowing your mileage and wear limits, overage charges, termination charges and buyout fees. If you know you drive a lot and the kilometre allowance will be used up in no time flat, then reconcile yourself to buying out the vehicle and start saving the money you'll need.

For more money advice, visit Gail's website at gailvazoxlade.com

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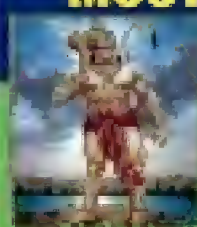
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BY THE NUMBERS

Don't stretch your home-buying budget

Whether it's the sizzling real estate market or the desire for something a little bit nicer, the temptation to stretch your home-buying budget may be tough to resist. But there are numerous factors to take into account, even if you've qualified with your lender for more. THE CANADIAN PRESS

John DeRose, who oversees Vancity's mobile mortgage specialists, says people paying \$1,500 a month in rent can't necessarily afford a monthly mortgage of \$1,500. "When you own a home there are extra costs, so that's why it is important to sit down and talk to somebody," he says.

\$1,500 40% Fees 32%

Another rule, called the total debt service ratio, says monthly debt loads should be no more than 40 per cent of average gross monthly income.

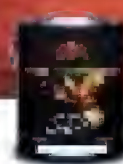
That includes all housing costs included in the gross debt service ratio as well as other debts like car loans or leases, credit card payments and line of credit payments.

Canada Mortgage and Housing Corp. publishes a step-by-step guide for potential homebuyers. It includes lists of possible costs in addition to the purchase price, such as legal and inspection fees associated with the transaction as well as moving expenses, all of which can add up to thousands of dollars.

According to the gross debt service ratio rule, monthly housing costs — which include mortgage payments, property taxes, heating expenses and 50 per cent of any condo fees, if they apply — should not exceed 32 per cent of one's average gross monthly income.

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How not to get sued by a former employer

LAW AND CONTRACTS

Know your non-compete, solicitation clauses

Genna Buck
Metro Canada



Self-driving car guru Anthony Levandowski spent nine years at Google. He was, in large part, the brains behind the search giant's venture into researching autonomous vehicles.

But in 2016, he ditched that gig to start a self-driving truck company, Otto trucking.

Then he turned around and sold Otto, a few months later, to Uber — the ridesharing juggernaut that stands to gain a lot from replacing its expensive human drivers with robots who never ask for a raise.

According to a lawsuit filed by Waymo, a Google subsidiary, before he left his job Levandowski downloaded more than 14,000 confidential files, then wiped his laptop to cover his tracks.

Allegedly, he brought Uber a treasure trove of information on Google's research on laser navigation.

Google invested a lot of money to gain that knowledge, and had a reasonable — and legally protected — right to keep it safe from competitors.

Situations like this are the reason that when you start a new job, you might be asked to sign a contract restricting what you can do once you leave it.

This could take the form of a non-compete clause, which says you can't work for a direct competitor for a certain period of time in a certain place, or a non-solicitation clause, which restricts you from "poaching" clients or employees to your new workplace.

It's also why you can't share confidential information from your old employer with your new one. (That part is common sense: You can be sued for sharing a company's se-



In a lawsuit against Uber, self-driving car guru Anthony Levandowski is accused by Waymo, a Google subsidiary, of allegedly downloading confidential information before he left. But you don't have to be a big shot to end up on the wrong side of a lawsuit. AP FILE PHOTO

crets even if there's nothing specific in your contract that says you can't).

But the situation doesn't have to be as high-profile as the Uber example for an ex-employee to end up on the wrong side of a lawsuit in Canada if they choose to leave and go to a competitor.

In this competitive landscape, workers change jobs a lot. And, especially in high-tech sectors, they may be privy to extremely valuable information. The spectre of getting sued by your former employer is more real than ever. And that can present a problem for employees who don't know their rights, according to Kumail Karimjee, an employment lawyer in Toronto who represents both workers and companies.

"People often sign contracts at the beginning of a relationship with some excitement and euphoria but not a lot of careful review," because they want to get the job and don't want to be seen as a person

who makes a fuss, Karimjee said.

But unless you are, like Levandowski, a big shot like a CEO or cofounder, non-compete clauses are almost never allowed by the courts, Karimjee explained. That's particularly true if the company has tried to sneak in a contract that's very broad, like "no working in the software industry anywhere in Canada for five years."

That's clearly not allowed, he said. But some employers will try to get you to sign off on it, anyway.

"It's all well and good for your lawyer to say, you can go ahead and work somewhere else, in my opinion it's not a valid and binding contract," Karimjee said. "That doesn't stop employers from potentially starting an action against you. For an employee, it can be a very time consuming, costly and stressful thing."

It's important to deal with such a contract issue from the very beginning, says employment lawyer Lai-King Hum. "If you see a clause that's way too general, then you want to get rid of it, or you negotiate so you limit the application of the clause," she says.

Non-solicitation clauses, meanwhile, are a little dif-

ferent.

A hairdresser, for example, who has a non-solicitation agreement can't tell everyone who sits in her chair that she's leaving the company soon and ask them to move their business to the new and better salon down the street.

Her clients or coworkers are free to jump ship and join her if they want, but she can't actively entice them away.

The key thing to understand, Karimjee said, is that the law is generally on the workers' side: People are, as a rule, free to change jobs and make a living how they please. The onus is on the employer to show the employee actually hurt them by poaching people or information.

It's good idea to seek legal advice if you're asked to sign an overly broad contract, he added.

Finally, Karimjee explained, employers may not launch these kinds of suits to save their financial bacon — but rather to settle a personal beef.

"A feeling of hurt may be driving it: 'This person burned us. We trusted this person.' And sometimes that emotion may have a greater impact on the decision-making than the refined legal analysis provided by the company's lawyer."

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People often sign contracts at the beginning of a relationship with some excitement ... but not a lot of careful review.

Kumail Karimjee



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Donna Cooper, 26, Owner of Home Clean Home. In Ottawa, South.

WHY I LIKE MY JOB

I originally started working for a smaller residential cleaning company, which gave me some insight on how to operate a small business. After I had my second child, I wanted to take my career to the next level so I could earn more while still having time for the kids. I actually really enjoy cleaning (it's actually therapeutic once you give it a chance), so I figured why not launch my own business?

At first, building my network and marketing my company took a lot of elbow grease. But once I got it off the ground, the referrals started growing and now I'm operating a full-time cleaning service with two additional employees in Ottawa and the surrounding area.

In order to find this line of work rewarding, you need to be energetic and detail-oriented. I clean as many as three houses per day, top to bottom, which requires significant stamina. People hire cleaning services to take care of the extra things they forget about, meaning you need to physically move furniture to reach those awkward corners or pull out the toothbrush when grime gets tough.

I make people's lives easier. Clients will reach out to me saying how much they love cleaning day because they get to come home and relax. I love seeing the before and after results – especially during spring cleaning season.



THE BASICS: Residential/Commercial Cleaner

\$30,519

Median full-time salary for residential/commercial cleaners.

Supervisors and small business owners can earn more than **\$50,000** annually.

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Projected rate of job growth over the next 7 years.

Data for this feature was provided by payscale.com, hire-ability.org, canadabusiness.ca and onetonline.org.

HOW TO START

Although no formal education requirements are required, residential and commercial cleaners will soak knowledge up like a sponge while on the job. Some private institutions offer training courses in janitorial services, which covers everything from carpet and floor care, to hard surface cleaning, drain care and chemical safety. However, these courses aren't mandatory as they will likely be learned on the job. Who has all the right tools to fight any stain? Professional cleaners.

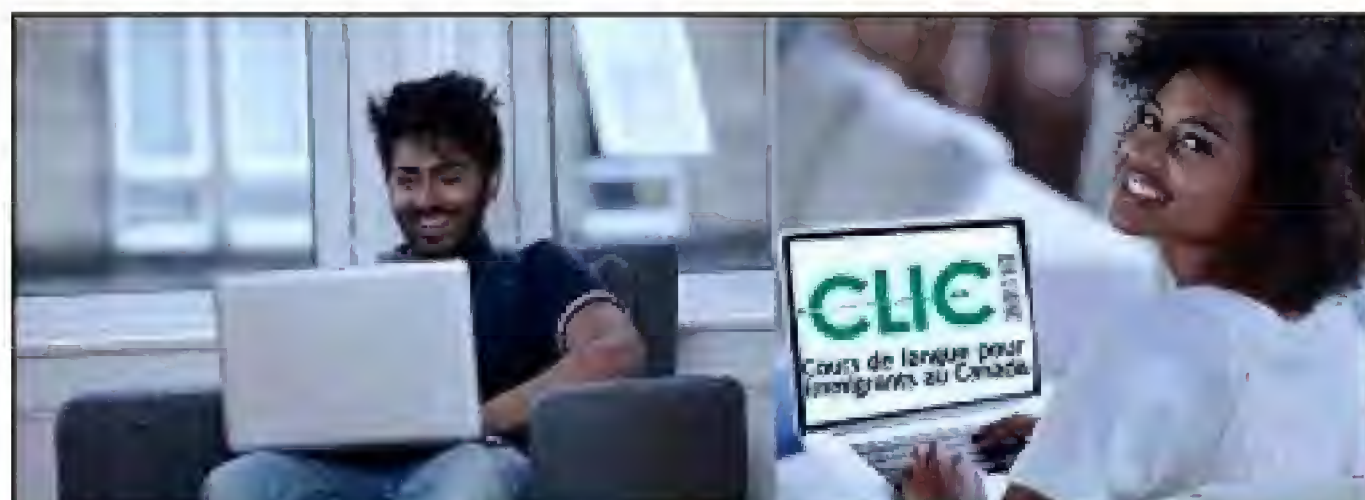
WHERE YOU CAN GO

Janitors, custodians, home cleaners and office cleaners essentially serve as building maintenance specialists. The job can be physical in that it involves a range of motions like walking, pushing and lifting for extended periods.

Work hours are flexible, with most professionals being able to choose between day shifts or night shifts.

NEXT CAREER STEP

Cleaners may consider launching their own cleaning business. Outshining competitors requires building strong connections with the local community, targeting specific demographics and seeking accreditation from organizations like The Accredited Residential Cleaning Service (ARCSI). A business owner may also need to hire and train their own employees, so business courses may help.



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WINTER FUN

Just out for a rip in the snow

Sean Plummer

There's nothing more Canadian than snow. Toronto dentist J.W. Elliot invented (but never built) the rotary snow plough in 1869. But we don't just push snow out of the way — we also play on it.

Variations on the snowmobile had been around for decades, with Quebec company Bombardier launching the B7 in the winter of 1936.

Demand for the devices

declined after WWII, when Quebec began clearing snow off secondary routes (snowmobiles had principally been used to get around in snow-bound municipalities), so the company's founder, Joseph-Armand Bombardier, redesigned the hefty snowmobile into something lighter and sportier.

Originally called the Ski-Dog, a typographical error in a Bombardier brochure led to the product being renamed the Ski-Doo. (Bombardier also created the "personal water craft" version of the Ski-Doo, the Sea-Doo.)

Today, "to ski-doo" is one way Canadians have winter fun or simply get around when the snow drifts pile up.



The Ski-Doo was invented in Quebec by Joseph-Armand Bombardier and has become a very Canadian way to enjoy winter. iStock

Stay glassy

Made of around half a million empty embalming-fluid bottles, the Glass House on B.C.'s Kootenay Lake is a dream come true for recyclers and funeral-home directors.

Built in 1952 as a pet project by retired businessman David Brown, the home takes up 1,200 square feet and has become a tourist attraction and a shining example of the three Rs in practice.

SEAN PLUMMER



The Glass House on B.C.'s Kootenay Lake is made of half a million bottles. iStock



The Wolverine Creek Wildlife Overpass in Banff National Park is one of twenty-four wildlife crossing structures built to connect habitats and wildlife populations. PHOTO BY TONY CLEVENGER

Crosswalks gone wild

We go out of our way to accommodate our wildlife — literally.

Parks Canada once built over- and underpasses along the Trans-Canada Highway to let animals cross safely through Banff National

Park. Grizzlies, moose and elk like passages that are high, wide, and short; black bears and cougars like long, low, narrow underpasses. And everyone likes to keep traffic moving.

SEAN PLUMMER



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CURLING EDIN NO MATCH FOR GUSHUE Canada's Brad Gushue completed a perfect run at the Ford World Men's Curling Championship on Sunday with a 4-2 victory over Sweden's Niklas Edin in the gold-medal game in Edmonton. He defeated Edin on three occasions en route to his first world title. Gushue beat him once during an 11-0 round-robin, topped him in the Page 1-2 game and did it again when it counted most.

JONATHAN HAYWARD/THE CANADIAN PRESS

THE MASTERS

Garcia regroup to find Augusta glory

Sergio Garcia tugged the lapel of his green jacket with both hands, proud of his prize and how he earned it.

His hopes were fading Sunday in the Masters — two shots behind with six holes to play — when his tee shot bounced off a tree and into an azalea bush, the kind of bad luck he had come to expect in the majors. Instead of pouting, he figured out how to make par.

Five feet away from winning, his birdie putt peeled off to the right. Usually resigned to fail, Garcia proved to

be more resilient than ever.

He was a new man with a new title: Masters champion. Major champion.

"It's been an amazing week," Garcia said, "and I'm going to enjoy it for the rest of my life."

After nearly two decades of heartache in the tournaments that define careers, Garcia finally showed the mettle to win a major. He overcame a two-shot deficit against Justin Rose and won on the first hole of a sudden-death playoff.

No one ever played more majors as a pro (70) before winning one for the first time.

GETTY IMAGES

THE ASSOCIATED PRESS

It's flock versus Flames in Round 1

NHL PLAYOFFS

Battle of Alberta must wait after Ducks take Pacific

WHO'S IN

WEST: The Anaheim Ducks' 4-3 overtime win over the Los Angeles Kings on Sunday night means they'll face the wild-card Calgary Flames in the first round. The Edmonton Oilers will face the defending Western Conference champion San Jose Sharks.

The Central Division champion Chicago Blackhawks open against the wild-card Nashville Predators, and the Minnesota Wild have home-ice advantage against former coach Mike Yeo and the St. Louis Blues.

EAST: The Toronto Maple Leafs' loss to Columbus sends them to Washington to face the Presidents' Trophy-winning Capitals on the brutal Metropolitan Division side of the draw. It also means the Boston Bruins travel to Ottawa to open against the Senators. The Atlantic Division champion Montreal Canadiens have home-ice advantage against the New York Rangers. The defending Stanley Cup champion Pittsburgh Penguins have home ice against the Blue Jackets.

WHAT TO WATCH

The Ducks, who are 11-0-3 in their past 14, needed only a point in their finale Sunday against the Los Angeles Kings to wrap up their fifth consecutive Pacific Division title ahead of the Oilers.

LOOSE PUCKS

Nine of the 16 playoff



The Ducks went 4-1 vs. the Flames in the regular-season series. JONATHAN HAYWARD/THE CANADIAN PRESS

FLAMES MOVES

The Calgary Flames recalled goaltender Jon Gillies from the AHL on Sunday on an emergency basis.

Gillies, Calgary's 75th overall pick in the 2012 draft, made his NHL debut for the Flames on Thursday and earned the win with a 27-save performance.

Earlier Sunday, the Flames assigned defenceman Rasmus Andersson and goaltender David Rittich to Stockton.

teams have a different coach than the one they began last season with: the Flames (Glen Gulutzan), the Canadiens (Claude Julien), Senators

(Guy Boucher), Penguins (Mike Sullivan), Blue Jackets (John Tortorella), Bruins (Bruce Cassidy), Wild (Bruce Boudreau), Blues (Mike Yeo) and Ducks (Randy Carlyle). Four of the past 11 Cup champions made an in-season coaching change. Montreal, Boston and St. Louis are the three teams in this year to do that.... Connor McDavid is riding an NHL season-best 14-game point streak and reached the 100-point mark on Sunday night against Vancouver.... The Capitals and Maple Leafs have never met in a playoff series. ... Boston rookie defenceman Brandon Carlo left the team's loss to the Capitals on Saturday after being injured on a hit by Alex Ovechkin.

THE ASSOCIATED PRESS

Go to metronews.ca for more NHL playoff coverage.

IN BRIEF

Westbrook breaks hearts, blows minds to set record Russell Westbrook broke Oscar Robertson's 56-year-old record with his 42nd triple-double of the season Sunday, then he broke the Denver Nuggets' hearts with a buzzer-beating three-pointer for a 106-105 victory.

That eliminated the Nuggets from playoff contention.

Westbrook finished with 50 points, 15 rebounds and 10 assists.

THE ASSOCIATED PRESS

Hinchcliffe back on top of IndyCar podium

Canada's James Hinchcliffe raced to his first victory since his near-fatal accident in 2015 by hanging on for a three-lap shootout to the finish Sunday on the streets of Long Beach.

Hinchcliffe had two strong late restarts to win in a Honda by Schmidt-Peterson Motorsports. The Oakville, Ont., native nearly bled to death in an accident during practice for the Indianapolis 500 two years ago.

THE ASSOCIATED PRESS

Souza leads Rays past Jays

Steven Souza Jr. hit a three-run homer and was involved in a scrum after a slide during the Tampa Bay Rays' 7-2 victory over the Toronto Blue Jays on Sunday.

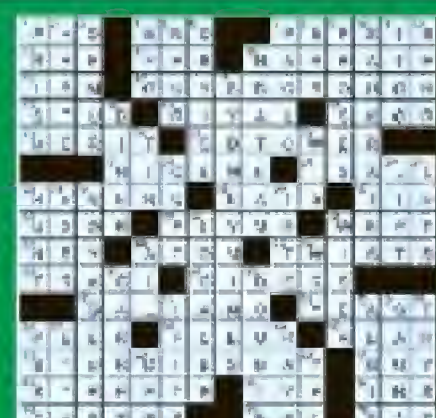
Corey Dickerson and Jesus Sucre also homered, and Jake Odorizzi (1-1) went six effective innings for the Rays, who took three of four from Toronto.

Toronto got a home run from Josh Donaldson, who left after grounding out in the sixth with right calf tightness, but dropped to 1-5. THE ASSOCIATED PRESS

YESTERDAY'S ANSWERS

Your daily crossword and Sudoku answers from the play page.

for more fun and games go to metronews.ca/games



1	4	7	5	8	3	9	2	6
5	6	9	2	1	7	3	4	8
2	3	8	9	4	6	5	7	1
4	8	6	1	5	2	7	9	3
3	7	1	6	9	4	8	5	2
9	5	2	7	3	8	6	1	4
6	9	5	8	2	1	4	3	7
7	1	4	3	6	5	2	8	9
8	2	3	4	7	9	1	6	5

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MAKE IT TODAY

Lovely Pinkie Pie Smoothie



PHOTO: MARY VINCENT

Ceri Marsh & Laura Keogh
For Metro Canada

We don't generally give cute names to our drinks but the sweetness of the strawberries, immunity boost from the coconut oil and protein in the greek yogurt make us love this smoothie enough to give it a special term of endearment.

Ready in 2 minutes
Prep time: 2 minutes
Serves 2

Ingredients

- 3/4 cup plain Greek yogurt
- 1 frozen banana, peeled, cut into chunks
- 1 cup strawberries, stems removed, roughly chopped
- 1/4 cup milk
- 2 tsp honey
- 1/4 tsp flax oil
- 1 Tbsp coconut oil
- 4 or 5 ice cubes

Directions

1. Place all ingredients in a blender and purée until smooth.

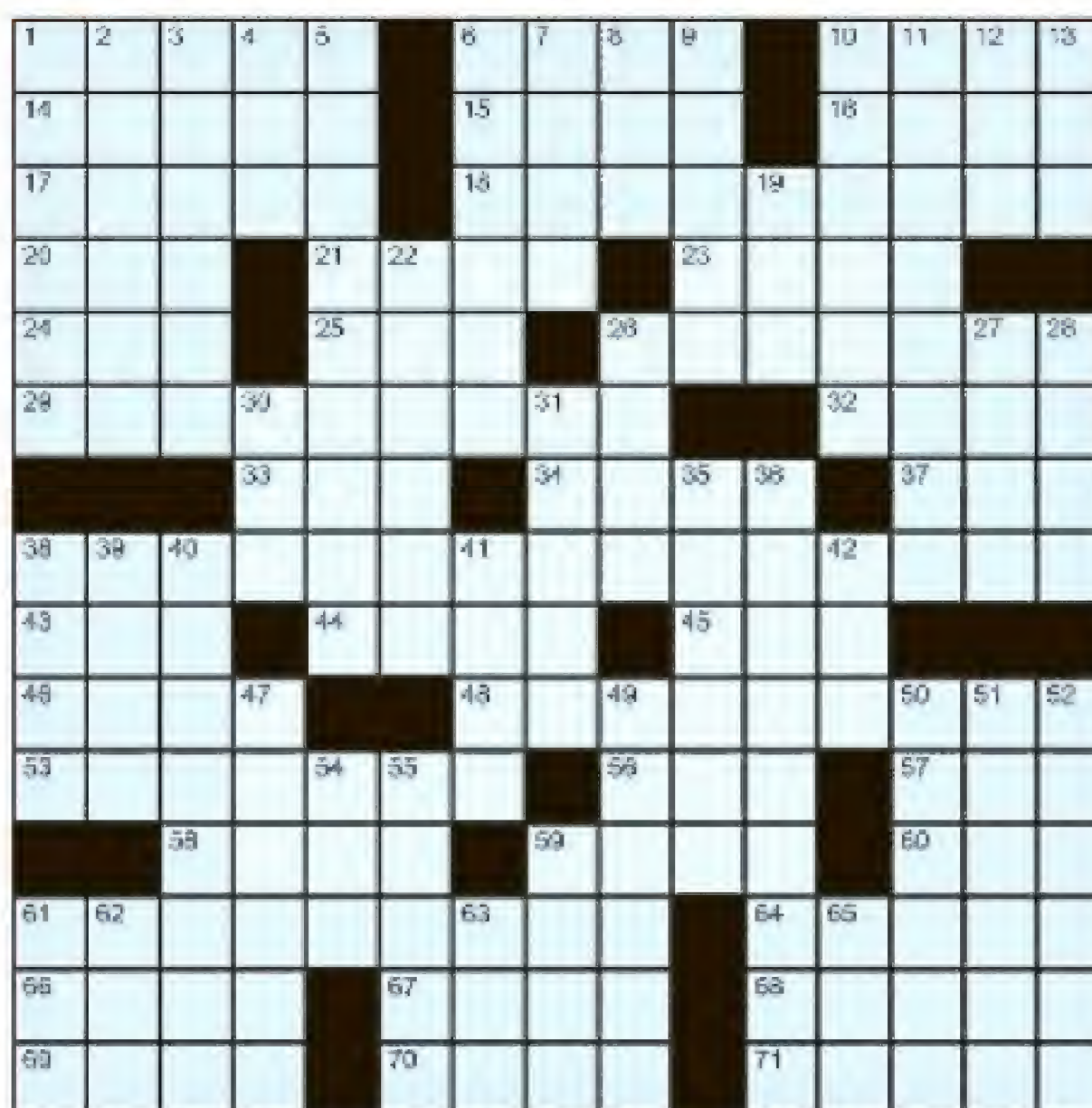
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CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN

ACROSS

1. Lovely lily
6. Workout venues
10. Flee
14. "He's ___ Nowhere Man..." - The Beatles
15. Nothing, in Montreal
16. Brit's bye-bye
17. Fishing net
18. Starter in Italian cuisine
20. 'Neat' suffix (Really tidy person)
21. Fine pursuits
23. Bible-style verb
24. 'Select' suffix
25. Mai ___ (Cocktail)
26. Missionaries in early Canada like Jean de Brebeuf (b.1593 - d.1649)
29. Luminary
32. Breeze
33. Simon Garfunkel link
34. Mr. Stoltz
37. "___ Town": Song by #38-Across
38. 'Till the Wheels Come Off' is this Canadian band's debut album: 3 wds.
43. 'Street' in Sherbrooke
44. Young hawk
45. Light switch position
46. Ancient Egyptian goddess
48. Make stronger
53. Groom's greatest guy: 2 wds.
56. Neckwear piece
57. Street for Freddy of movies
58. River of Russia
59. Walk worriedly
60. Taxi



61. Law office professional
64. 1871 premiere city of Aida
66. Comply with the instructions
67. Ms. Gilpin of "Frasier"
68. Officiated a baseball game

69. Seal herds
70. Olympian queen
71. Saint's trait

DOWN

1. Meow attractor
2. Get there
3. One giving secret info to the press

4. Court concern
5. Whitney Houston hit: 3 wds.
6. Dei ___ Regina (By the grace of God, the Queen)
7. Yangs counterparts
8. Converged
9. Sneering

10. Married or single, for example
11. Capitalize: 3 wds.
12. Affixed, abbreviated
13. Spiritual 'way'
19. Negative opposite, briefly
22. What the has-

- no-more-water well did: 2 wds.
26. Mean man
27. Stretched tight
28. Nimble
30. Downcast
31. V-formation Canadian fliers
35. Well-known, as symbols
36. Mug: 2 wds.
38. Hip-Hop house
39. River of England
40. Idled
41. Get a paycheck
42. ET's craft
47. Wanders
49. Roma's realm
50. Food Network Canada creation
51. Purplish-red
52. Incarnate
54. Seasickness, ___ de mer
55. Hebrew alphabet's first letter
59. Henry VIII's sixth/last wife Catherine
61. Coke or Pepsi
62. Blood-typing letters
63. "___ whiz!"
65. Pierre's friend

IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
It's a mixed bag when it comes to dealing with partners and close friends today. Earlier in the day, all is sweetness and light but later, intense emotions create power struggles.

Taurus April 21 - May 21
Be careful not to promise more than you can deliver at work today, because later, someone will hold you accountable. Be reasonable and realistic.

Gemini May 22 - June 21
This is a feel-good day! Enjoy movies, musical performances, sports events and social outings, especially playful times with children. Be patient late in the day when tempers are testy.

Cancer June 22 - July 23
This is a good day for a family gettogether. It's also a good day to explore real-estate possibilities or ways to improve your home. Avoid family arguments late in the day.

Leo July 24 - Aug. 23
Your enthusiasm for something will inspire others around you. However, it might put you at odds with someone later in the day. Easy does it.

Virgo Aug. 24 - Sept. 23
This is a good day to make money. It's an excellent day for business. Later today, the breakdown of machinery or a power struggle with someone could create problems.

Libra Sept. 24 - Oct. 23
Today the Moon is lined up with your sign, which makes you sympathetic and generous. You wish the best for someone and are willing to help. Avoid arguments later in the day.

Scorpio Oct. 24 - Nov. 22
Basically, this is a feel-good day for you! You feel sympathetic toward someone and are willing to put this person's wants and needs before your own. (This is noble.)

Sagittarius Nov. 23 - Dec. 21
You will find it easy to be with friends, especially members of groups, because you are warm and sympathetic to everyone. Furthermore, you feel you are all working for a common cause.

Capricorn Dec. 22 - Jan. 20
You look good in the eyes of others today. Bosses, parents and VIPs admire you. Nevertheless, avoid arguments late in the day. Just zip thy lip.

Aquarius Jan. 21 - Feb. 19
Travel plans are exciting. You might also be stoked about opportunities in publishing, the media, medicine, the law and higher education. You rock!

Pisces Feb. 20 - March 20
This is a good day to settle differences and discuss wills, inheritances and shared property. However, avoid power struggles later in the day.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9



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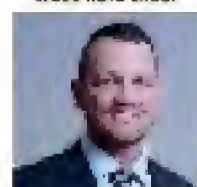
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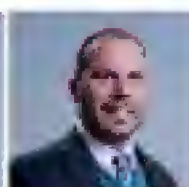
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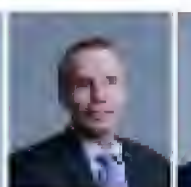
ROB COLEMAN
DEALER PRINCIPAL
21 YEARS



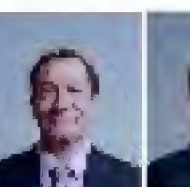
DARCY SCHINNOUR
SALES MANAGER
20 YEARS



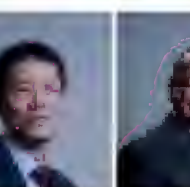
MARTIN VENNARI
SALES MANAGER
10 YEARS



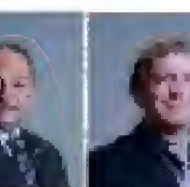
SCOTT CLAY
6 YEARS



JOHAN DEDERING
11 YEARS



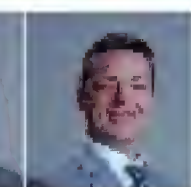
HAN KIM
25 YEARS



JOE CHIARIZIO
40 YEARS



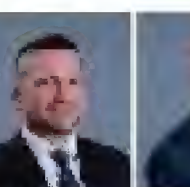
AARON SHOWIE
9 YEARS



PHIL LAWRENCE
25 YEARS



JOHN QUINLAN
14 YEARS



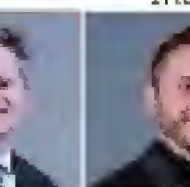
SCOTT SCHINNOUR
6 YEARS



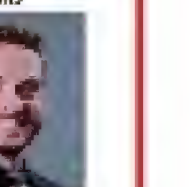
TODD CLAYTON
8 YEARS



JORDAN VERLAGE
10 YEARS



ANDREW MANMORE
10 YEARS



JIM NARFASON
FLEET MANAGER
23 YEARS



CALEIGH WOOD
SALES MANAGER
10 YEARS

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